



County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

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Interim Chief Executive Officer

"To Enrich Lives Through Effective And Caring Service"

July 21, 2015

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

12 October 20, 2015


PATRICK O'QUINN
ACTING EXECUTIVE OFFICER

**COUNTYWIDE CLASSIFICATION ACTIONS
(ALL DISTRICTS - 3 VOTES)**

SUBJECT

This letter and accompanying ordinance will update the tables of classes of positions and departmental staffing provisions by adding an unclassified classification.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to add one (1) unclassified classification and allocate two (2) positions of this new unclassified classification to the Sheriff Department.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Your Board of Supervisors (Board) has requested submission of classification letters on a periodic basis throughout the year to facilitate consideration of classification and compensation recommended actions in a timely manner. Approval of the recommendation will provide the ordinance authority for the Sheriff Department to implement the classification and compensation recommendation in this letter.

The recommendation will ensure the proper classification and compensation of positions based upon the duties and responsibilities assigned to this new classification (Attachment A). This is a primary goal of the County's classification and compensation system.

We are recommending this action based upon generally accepted principles of classification and

compensation. Furthermore, this action is important in addressing the Sheriff Department's operational needs. The proper classification and compensation of positions facilitates good business operations and can reduce the number of costly personnel-related problems.

New Unclassified Classification

We are establishing one (1) new unclassified classification for the Sheriff Department (Attachment A). The Constitutional Policing Advisor, Sheriff (UC) will report directly to the Sheriff and provide advice to the Sheriff Department's executive management on a wide variety of issues which significantly impact departmental and County operations, including constitutional policing matters, and risk-management issues and accountability.

Over the past year, the Sheriff has utilized two (2) Senior Deputy County Counsel positions for this function. These were County Counsel employees who were specifically assigned to work for the Sheriff Department. At the request of our current Sheriff, he would like to utilize the associated fiscal resources to create this new classification, Constitutional Policing Advisor, Sheriff (UC), and have two (2) positions in his budget.

Implementation of Strategic Plan Goals

Your Board's approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness.

FISCAL IMPACT/FINANCING

The projected budgeted annual cost resulting from these actions is estimated to total \$400,921.21. Cost increases associated with these new classification actions will be fully offset by the deletion of services and supplies in the Sheriff's Department. No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

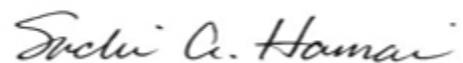
Your approval of this classification recommendation will enhance the operational effectiveness of the Sheriff Department through the creation of an appropriate classification and the allocation of two (2) new positions in this classification.

The Honorable Board of Supervisors

7/21/2015

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Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Interim Chief Executive Officer

SAH:RM:SJM

PAC:IW:mmg

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Sheriff Department

**UNCLASSIFIED CLASSIFICATION
RECOMMENDED FOR ADDITION**

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level	
Savings/ Megaflex	9201	Constitutional Policing Advisor, Sheriff (UC)	N23	R15